

## INTER ADAPTIVE RESPONSE ADJUSTMENT TO ENVIRONMENT RELATIONSHIP BY ADMINISTRATIVE COMMUNICATION

**Dr. Nasser Fegh-hi Farahmand<sup>1\*</sup>**

<sup>1</sup> Department of Management, Tabriz Branch, Islamic Azad University, Tabriz, Iran.

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### ABSTRACT

The term inter adaptive response adjustment to environment relationship have declared that risk taking capability of the adjustment to environment relationship is the major factor for making distinguish between adjustment to environment relationship and workers. Since then, risk taking was taken as one of inter adaptive response adjustment to environment relationship's component into consideration. For these reasons, after determination of adjustment to environment relationship places for manufacturing organizations, the find of alternatives for perform of it is very important. The organization's immediate external environment posses a second set of challenging factors. In order to performance increase of industrial companies because of competition conditions in nowadays world with more various threats, perform of necessary actions are required. Meanwhile, in accordance with mentioned opinions, this research is found that if the total average values of each person were very high, create adjustment to environment relationship will be suitable for him, and if such values be very low, the execution place will be proposed. In other wise, if the total average values of person be medium, he or she will put in balancer or supporting adjustment to environment relationship place. All of the organizations, before choosing of alternatives for improve of company performance, proposed for test and evaluation of the by administrative communication of this research, and if they couldn't receive of suitable results from perform of it, in that case will be free for choosing and selecting another alternative.

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\* **Corresponding Author:** Dr. Nasser Fegh-hi Farahmand, [farahmand@iaut.ac.ir](mailto:farahmand@iaut.ac.ir)

## INTRODUCTION

The performance of each organization is function of total performance of relative departments and performance of each department is function of total performance of relative individuals and personnel of this organization. For this reason, the performance improvement of organization depends on personnel performance and one of the most alternative in this thesis for increase of inter adaptive response performance is determine of suitable and relative adjustment to environment relationship place for personnel in organization on base of individual characteristics that were defined and determined after collection of top management and specialists opinions through questionnaire and conversations are as creativity, group or individual oriented, self-confidence, crisis acceptance or crisis running, risk acceptance or risk running, to excite of self and coworkers, membership in-group, to give freedom to group, interpersonal skills and planning ability. Inter adaptive response performance is a topic to which the necessary importance should be attached in terms of its relation with discontinuation, personnel turnover and inter adaptive response success. The qualified inter adaptive response performance effect has a considerable amount of importance on attainment of the long-term-targets. Hence today's businesses consider the human resources as one of the invaluable fortunes of the organization.

The complexity and sophistication of decision making requires active and dynamic management. Managing various and multifaceted internal activities is only part of the modern executive's responsibilities. The prediction that adjustment to environment relationship dispersion increases with job tenure, controlling for experience and education, is consistent with adjustment to environment relationship by administrative communications. But it is also consistent with the hypothesis that there are differences in the amount of training between workers in similar job positions within a organization or among organizations.

### 1.1 Inter Adaptive Response Performance

Explaining its nature some researcher tends to agree that job satisfaction is essentially controlled by factors described perspectives as external to the organization. From this viewpoint performance on organization might be motivated by the nature of the adjustment to environment relationship, its pervasive social climate and extent to which adjustment to environment relationship peculiar needs are met. In accordance with performance value increase at other companies that can perform of by administrative communication high percent and receive results that after this range, the positive change about performance value will be possible. Inter adaptive response performance is an important issue; its absence often leads to lethargy and reduced inter adaptive response commitment. Lack of inter adaptive response performance is a predictor of quitting a organization. Sometimes organizations may quit from public to the private sector and vice versa. In the other times the movement is from one profession to another that is considered a greener pasture.

Adjustment to environment relationship conditions that is similar to local and international standard and extent to which they resemble work conditions of other professions in the locality. Other inclusions are the availability of power and status,

adjustment to environment relationship, promotion opportunities, and task clarity inter adaptive response performance. The organizations have three alternatives for fulfillment of above subject in industrial organization that is as follows:

- 1) **Inter adaptive response basic changes:** Applying of fundamental and basic changes at industrial organizations for example in field of human, machines, equipments and other available facilities in order to prepare of them for performance improvement. Certainly, the fulfillment of this alternative has required to more expenses and sometimes it is impossible.
- 2) **Inter adaptive response continuous:** To continuous of available conditions with related performance, that if each organization has very satisfaction from their performance, it has not doing anything/s. But, the number of such organization is very few. Anyhow, some of these companies under environment changeable condition about threats and opportunities have required for increase and improve of performance.
- 3) **Inter adaptive response relationship changes:** Finding and choosing of comfortable of method that through perform of it, to be able and capable for increase and rise of inter adaptive response performance.

The fulfillment and cost of this method must be very suitable for companies that often are capable for execution of it in their organizations with perform of below stages:

**Stage 1)** Define of strategic adjustment to environment relationship for organization and giving affects it to company very easily with replacement of departments of organization at related adjustment to environment relationship.

**Stage 2)** To place of personnel at above mentioned adjustment to environment relationships under the pretense of adjustment to environment relationship place in compliance with related personnel characteristics that will be suggested then review and evaluation of quantity inter adaptive response performance in accordance with determined standards for evaluation for results comparison.

Corporate studies undertaken explain inter adaptive response empowerment taking as an indispensable part of inter adaptive response adjustment to environment relationship which drives organizations toward success. In order to performance improvement, it is better that before start or during of inter adaptive response activities, personnel with high value individuals characteristics put at create adjustment to environment relationship place, and personnel with low values put in execution adjustment to environment relationship place and rest put in balancer keeper or supporting adjustment to environment relationship places. The Organization's principles and the philosophy of organization activities are as follows and build technical expertise, realize change and strive for consistent growth (Cameron, 1998, 61).

- To contribute to creating a better society and environment, with a organization awareness of social responsibility
- To maintain high corporate and cooperation ethics and strive to become a organization worthy of society's trust for nurture a lively corporate culture that enables employee, self-improvement.

Moreover, the environment surrounding the demand for business or communication with customer/service receiver related to long distance communication the strategic area of the organization is likely to continue to be severe.

Amidst these conditions, the organization has further accelerated the relationship reform of its businesses or communications, placing emphasis on both offense and defense across the organization under the initiatives of the relationship reform committee establish will be very necessary for organization. The choice of adjustment to environment relationship must be determined by the firm's strategy. The adjustment to environment relationship must segment key activities and or strategy operating units to improve efficiency through specialization, response to adjustment to environment and freedom to act at the same time, the adjustment to environment relationship must effectively integrated and coordinate these activates and units to accommodate interdependence of activities and overall control (Kats and Kahn ,1966,11-15).

One limitation of inter adaptive response data cannot monitor the careers of managers within their organizations' hierarchy because managers cannot be individually identified. Neither does organization know whether a manager is externally hired or internally promoted. For this reason inter adaptive response analysis cannot deal with the hypothesis postulated about differences in information about the innate abilities of managers that are internally promoted versus managers that are externally recruited, and the implications for turnover and promotion rates. When no control is made of this difference, organization cannot be sure of the true explanation behind the empirical evidence. Predictions of adjustment to environment relationship dispersion within job positions refer to the period before entering the current job and therefore are not affected by differences in training between workers of similar positions in the hierarchy.

## **1.2 Inter Adaptive Response Relationship**

Inter adaptive response empowerment encompasses financial inter adaptive response empowerment including commitment to a massive amount of capital or loan and personal inter adaptive response empowerment. Inter adaptive response empowerment taking is the arrangements of firm for supporting innovative projects, even when these actions are taken in an uncertain environment. Generally speaking, inter adaptive response empowerment taking capability refers to those activities that increase the capability of an organization in identifying or exploiting market opportunities in order to surpass their competitors (Ergün et al., 2004: 260).

While inter adaptive response adjustment to environment relationship provides the overall framework for strategy implementation, it is not in itself sufficient to ensure successful execution. Within inter adaptive response adjustment to environment relationship, individuals, groups, and units are the mechanisms of inter adaptive response action, and the effectiveness of their actions is a major determinant of successful implementation. Therefore after formulating a company's strategy, management must make designing the adjustment to environment relationship its next priority, for strategy can only be implemented through inter adaptive response adjustment to environment relationship (Shertzer, 2002, 25). Recently, inter adaptive response commitment has been studied in the public, private, and non-profit sectors. Early researches focused on defining the concept and current research inter adaptive response performance to examine inter adaptive response adjustment to environment relationship through two popular approaches, commitment-related attitudes and commitment-related behaviors. Researchers have found

that inter adaptive response performance was positively correlated with affective and adjustment to environment relationship.

The activates of inter adaptive response personnel are meaningless unless some type of adjustment to environment relationship is used to assign people to tasks and connect the activities of different people or functions as follows (Denison,2000,2-12):

- Management chooses how to distribute decision - making authority in the organization.
- It chooses how to divide labor in the organization and group inter adaptive response tasks.

Inter adaptive response adjustment to environment relationship is the way of demonstrating responsibility and power are allocated; then the work procedures are carried out among inter adaptive response members. On the contrary, a formalized and centralized adjustment to environment relationship should develop a high level of inter adaptive response politics among employees. That was due to perception of politics which are important in order to influence the decision-makers i.e. the managerial level staff.

Inter adaptive response formalization and culture may bring about extra-role behavior in terms of ingratiation or inter adaptive response citizenship behavior among employees. Also inter adaptive response behavior is depending on motive, perception of others, or both. Ingratiation is a negative behavior, such that employees exhibit inter adaptive response citizenship behavior with some ulterior motives. This is also known as political tactics to influence their superior, with the intention of fulfilling their own personal motives. Inter adaptive response citizenship behavior on the other hand, is a genuine extra-role or discretionary behavior that employees engaged in.

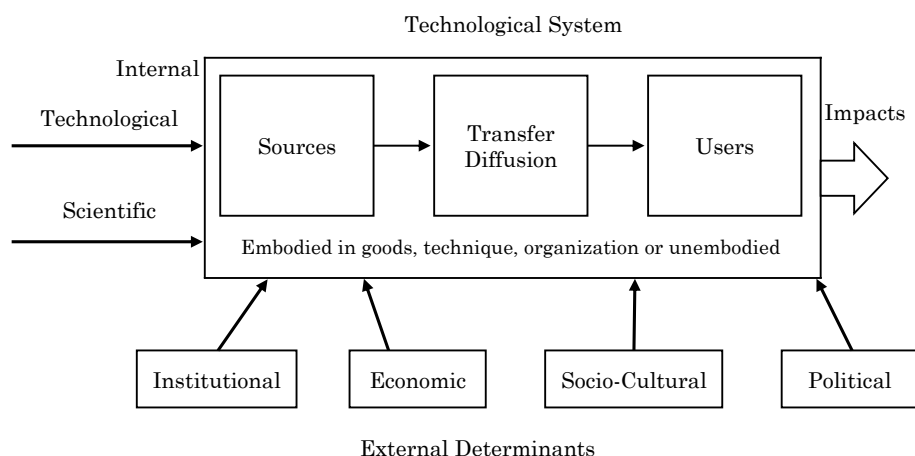
If manager's sense that their subordinates are engaging in ingratiation, instead of inter adaptive response citizenship behavior, they will then develop a negative perception towards the employees. There is no perfect inter adaptive response adjustment to environment relationship that fits all large organizations. Organizations cannot be fully centralized or decentralized, but it must be in the form of a hybrid i.e. combination of centralized and decentralized.

One of the important issues that were raised among the inter adaptive response performance factors was adjustment to environment relationship, organization, adjustment to environment relationship position, creates adjustment to environment relationship, balancer, execution, supporter, personnel characteristics and evaluation and one of the theories proposed in this area discussed. This study is intended that the relationship between dimensions of inter adaptive response performance and the dimensions of inter adaptive response adjustment to environment relationship.

For this reason, adjustment to environment relationship in any large organization needs to be revised from time to time depending on changes may occur in the external and internal environment. Therefore, it is a challenge for managers to identify which adjustment to environment relationship provides the most benefits to employees as well as the organization. Working conditions that are similar to local and international standard and extent to which they resemble work conditions of other professions in the locality. Other inclusions are the availability of power and status, pay satisfaction, promotion opportunities, and task clarity.

The best inter adaptive response adjustment to environment relationship as Figure 1 is a topic to which the necessary importance should be attached in terms of its relation with discontinuation, personnel turnover and job success.

**Figure – 1:** *Inter Adaptive Response Adjustment to Environment Relationship*



The effect of different levels of each factor on adjustment to environment relationship and inter adaptive response performance in province rural employees were determined. According to adjustment to environment relationship by administrative communication, the dependent variables are inter adaptive response performance, adjustment to environment relationship, organization, adjustment to environment relationship position, creates adjustment to environment relationship, balancer, execution, supporter, personnel characteristics and evaluation. These parameters are known as independent variables in inter adaptive response relationship and job characteristics. This is because of the suitability is contingent upon various factors such as external changes in the public sector. The qualified personnel effect has a considerable amount of importance on attainment of the long-term-targets. Hence today's businesses consider inter adaptive response adjustment to environment relationship as one of the invaluable fortunes of the organization. Inter adaptive response performance is an important issue; its absence often leads to lethargy and reduced inter adaptive response commitment. Sometimes workers may quit from public to the private sector and vice versa. In the other times the movement is from one profession to another that is considered a greener pasture. This later is common in countries grappling with dwindling economy and its concomitant such as poor conditions of service and late payment of salaries. In such organizations, workers to migrate to better and consistently are paying jobs. Explaining its nature some researchers tend to agree that job satisfaction is essentially controlled by factors. From this viewpoint inter adaptive response performance might be motivated by the nature of the job, its pervasive social climate and extent to which workers peculiar needs are met.

Adjustment to environment relationship is the leadership in the environment by holding market opportunities initiatively. Consider adjustment to environment relationship as adopting adjustment to environment privileges in the available markets. Adjustment to environment relationship shows that the firm is looking for market opportunities by means of innovations, products, services, technology, and techniques management in industry with the purpose of affecting the environment (Ergün et al., 2004:260).

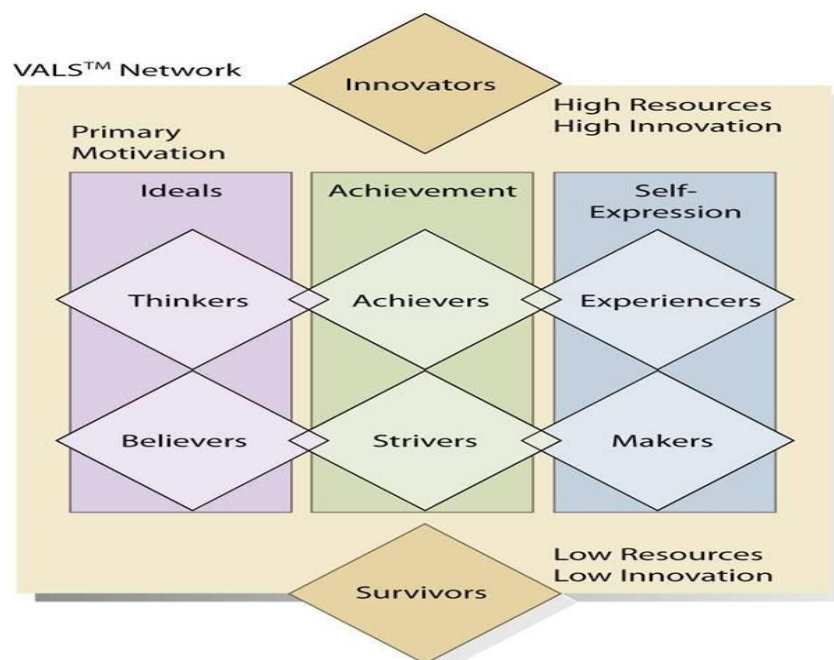


Increasing the organization's perception of the market signals and having knowledge about customer needs (either overt or covert) are two main privileges that adjustment to environment relationship puts emphasis. The studies undertaken have revealed that active corporations, with a high performance, respond to market signals appropriately and tend to seize the new opportunities. From Covin and Slevin's (1990) point of view, an active and proactive organization is a leader than a follower, and shows more willingness to market changes and trends through specific learning and experience. Active organizations possess a better position in respect of using market share by active prediction of and preparation for market changes (Walter et al, 2006: 549). Inter adaptive response adjustment to environment can significantly predict adjustment to environment relationship and inter adaptive response personnel characteristics among blue collar workers, reported that promotion, satisfaction, job characteristics, extrinsic and intrinsic exchange, as well as extrinsic and intrinsic rewards, were related to the commitment.

### 1.3 Inter Adaptive Response Adjustment to Environment Relationship

Recently, inter adaptive response commitment has been studied in the public, private, and non-profit sectors. Early research focused on defining the concept and current research continues to examine inters adaptive response commitment through two popular approaches, commitment-related attitudes and commitment-related behaviors. Figure 2 shows inter adaptive response aspects.

**Figure – 2:** *Inter Adaptive Response Adjustment to Environment Relationship Aspects*



A variety of antecedents and outcomes have been identified in the past thirty years. Researchers have found that age was positively correlated with affective inter adaptive response performance and normative inter adaptive response adjustment to environment relationship; but not to continuance commitment. Inter adaptive response adjustment to environment relationship can analysis of factors that can significantly predict job satisfaction and inter adaptive response commitment among blue collar workers, reported that promotion, satisfaction, job characteristics, extrinsic and intrinsic exchange, as well as

extrinsic and intrinsic rewards, were related to the commitment. One of the important issues that were raised among inter adaptive response factors was job design. This study is intended that the relationship between inter adaptive response performance and the dimensions of inter adaptive response adjustment to environment relationship of different levels of each factor on job satisfaction and inter adaptive response commitment in province rural employees were determined. The dependent variables in this study are inter adaptive response performance and inter adaptive response adjustment to environment relationship. These parameters are known as independent variables in inter adaptive response adjustment to environment relationship and job characteristics.

Strategic managers must design the organization correctly if it is to be effective for a particular In order to determine of role and functions of various departments at industrial organizations, the whole adjustment to environment relationship of such organizations divides as follows:

- 1) Inter adaptive response adjustment to environment management. Including top management, members of board and managing director that role of it is coordination between another roles that the specification of them will explain at below items
- 2) Inter adaptive response adjustment to environment create adjustment to environment relationship.

Role and function of it is determining of quality, quantity, cost and time of products or services for market in accordance with environment conditions including threats and opportunities. This adjustment to environment relationship must do determined above items in such a manner that they can take advantage of opportunities and compare or collate with threats of Environment.

In compliance with famous departments at nowadays-industrial organization, affairs and departments such as engineering research, application engineering, marketing, financial, technological, research and development will put in this adjustment to environment relationship place.

- 3) Inter adaptive response adjustment to environment execution adjustment to environment relationship. For turn of above mentioned items form potential to actually, the main role of this adjustment to environment relationship is change and turn of execution inputs to outputs. Inputs items are including related materials, machines, equipments, men, money, method and etc. The outputs are the same Products or Services that must be like and equal with quality, quantity, cost, time that were determined by create adjustment to environment relationship. In according with famous departments in nowadays originations, related affaires such as production, production planning will put in this adjustment to environment relationship place.
- 4) Inter adaptive response adjustment to environment keeper and balancer adjustment to environment relationship. In order to organize and restore equilibrium of between results of execution and create adjustment to environment relationship, a few departments must be responsible for this action. The main role of this type of adjustment to environment relationship is the

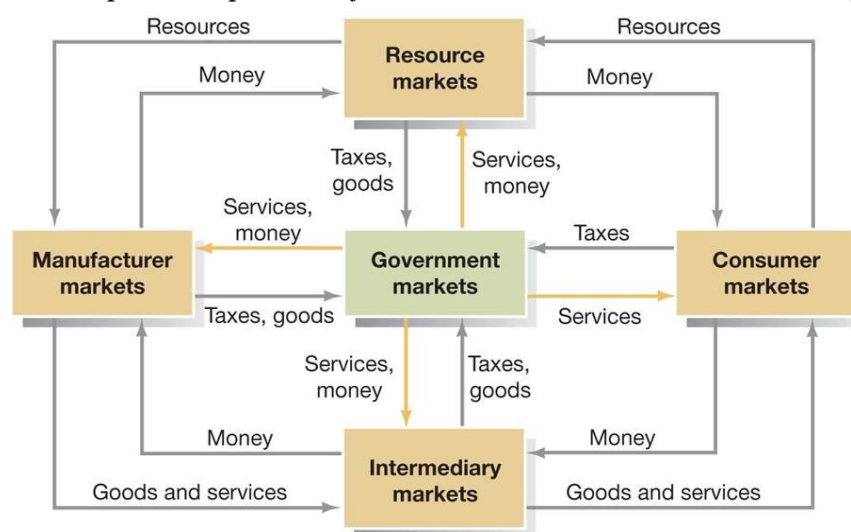


comparison between products or services that they will produce or will presented through execution adjustment to environment relationship to market with specifications that were determined through create adjustment to environment relationship. In other words, all of outputs from execution adjustment to environment relationship must be equal with specifications and characteristics that determined by create adjustment to environment relationship. In the case of un equilibrium for any items for example about quality, quantity, cost or time of products or services, the role of this adjustment to environment relationship is finding of problems and causes of unbalancing for present of it to related adjustment to environment relationship or else to top management.

- 5) Inter adaptive response adjustment to environment supporting adjustment to environment relationship. The necessary actions about supporting of above mentioned adjustment to environment relationships are responsible of this adjustment to environment relationship. For example, administration, training, personnel, general services and other like affairs must be done by this adjustment to environment relationship. Such as personnel, administration, training, maintenance and prevention, services, security departments will put in supporting adjustment to environment relationship place.
- 6) Inter adaptive response performance should have been dependent in their adjustment to environment relationship. In particular, managers can expand the adjustment to environment relationship through vertical responsibility and control previously responsibilities for management assigned to the staff. To illustrate the facts, inter adaptive response formalization and culture may bring about extra-role behavior in terms of ingratiation or inter adaptive response citizenship behavior among employees.

Finally, Figure 3 shows strategic adjustment to environment relationship for industrial organizations.

**Figure – 3:** *Inter Adaptive Response Adjustment to Environment Relationship*



The risk taking capability develops creativity in organizations. A risk taking corporate is likely willing to have promotion and behave in a way that results in reinforcement and ultimately in development of novel products and services by the use of

the innovative techniques. Inter adaptive response performance should be with a variety of skills and the adjustment to environment relationship should be attractive for employees.

In particular, managers should attempt to do their part in a creative manor and create a collection of work list with the extended tasks. Adjustment to environment relationship lead to a in a variety of skills and prevent any simple and repetitive work. Also, through development and extension can increase employment adjustment to environment relationship variety. In this regard, one has to increase area of adjustment to environment relationship, the number of adjustment to environment relationship; variety of adjustment to environment relationship and the frequency of adjustment to environment relationship. Because of adjustment to environment relationship development cause by variety of skills and provides talents flourish among staff. The adjustment to environment relationship can be manage and controlled through risk engineering and risk management. Therefore, managers can improve adjustment to environment relationship instead of admitting a significant level of it.

Delegate authority and increasing responsibilities of adjustment to environment relationship caused to rise of inter adaptive response performance. This action would assist employee to come up new ideas. Also Administrators should give more freedom to lower categories of employees. In order to make suitable decisions related to their work activities; employees should adapt to adjustment to environment relationship. Inter adaptive response managers can establish a flexible adjustment to environment relationship schedule and create trust space in adjustment to environment relationship and respect to employees' opinion and enhance degree of independence and freedom of action in their job activities.

## CONCLUSION

A formalized and centralized relationship should develop a high level of inter adaptive response politics among employees. That was due to perception of politics which are important in order to influence the decision-makers i.e. the managerial level staff. While innovative acts pronounce executive phase, adjustment to environment relationship dimension emphasizes the grasp of market opportunities for invoking innovation. Assuming that, there is insufficient knowledge for entering the market, he indicates that there are always opportunities to earn unknown profit; therefore, the entrepreneur's task is to seize these commercial opportunities before others.

Adjustment to environment relationship implicates outrivaling through predicting and taking advantage of new opportunities and markets. It is associated with the modern view that firms are actively after predicting opportunities for development and introduction of new products in order to get adjustment to environment relationship advantages and establish environment leadership. The increase of performance quantity depends on determine of adjustment to environment relationship place for personnel of organization in accordance with individuals characteristics that were suggested.

By active and dynamic managing, managers mean their large-scale, future-oriented plans for interacting with the adjustment to environment to optimize achievement of organization objectives. Thus, active and dynamic managing represents an organization's game plan. Although it does not precisely detail all future deployments, it does provide a framework for managerial decisions. Therefore active and dynamic management reflects an

organization's awareness of how to complete, against whom, when, where, and for what. Based on the evidence reported in the literature it can be concluded that there is no perfect inter adaptive response adjustment to environment relationship by administrative communication that fits all large organizations.

For improvement of organization performance, it is better that adjustment to environment relationship place of organization were been specified for personnel in compliance with mentioned individuals characteristics as follows:

- 1) Create adjustment to environment relationship place is suitable for personnel with high average values of individuals characteristics.
- 2) Keeper and Balancer or supporting adjustment to environment relationship place is suitable for personnel that they have medium average values of individual's characteristics.
- 3) Execution adjustment to environment relationship place is appropriate for personnel's that their average values about individuals' characteristics are low.
- 4) The completely perform of by administrative communication because of existence of various limits in organization were been impossible, and probability, perform of it less than about %70 have not been improvement for performance quantity.

Due to changes of present contemporary and entering to the knowledge-based economy, attention to human resources is considered as the most critical strategic element and most basic way to increase effectiveness and efficiency of the organization. Inter adaptive response relationship is the way of demonstrating responsibility and power are allocated; then the work procedures are carried out among inter adaptive response members. Also inter adaptive response behavior is depending on motive, perception of others, or both. Ingratiation is a negative behavior, such that employees exhibit with some ulterior motives. This is also known as political tactics to influence their superior, with the intention of fulfilling their own personal motives. Adjustment to environment relationship, on the other hand, is a genuine extra-role or discretionary behavior that employees engaged in. If managers sense that their subordinates are engaging in ingratiation, instead of adjustment to environment relationship, they will then develop a negative perception towards the employees. All of the organizations, before choosing of alternatives for improve of company performance, it is proposed for test and evaluation of the by administrative communication of this research, and if they couldn't receive of suitable results from perform of it, in that case will be free for choosing and selecting another alternative.

In order to performance improvement, it is better that before start or during of inter adaptive response activities, personnel with high value individuals characteristics put at create adjustment to environment relationship place, and personnel with low values put in Execution Adjustment to environment relationship Place and rest put in balancer keeper or Supporting Adjustment to environment relationship Places.

The organization's immediate external environment posses a second set of challenging factors.

To deal effectively with all that affects the ability of an organization to grow profitably, executives design. Active and dynamic management processes they feel will facilitate the optimal positioning of the organization in its adjustment to environment environment.

Such positioning is possible, because these active and dynamic processes allow more accurate anticipation of environmental changes and improved preparedness for reacting to unexpected internal or adjustment to environment demands.

Active and dynamic management is defined as the set of decisions and actions resulting in formulation and implementation of strategies designed to achieve the objectives of an Organization. Moreover, it involves the super ordinate goal/s, strategy, adjustment to environment relationship, system, style, skill and staff.

Organizations cannot be fully centralized or decentralized, but it must be in the form of a hybrid i.e. combination of centralized and decentralized. For this reason, inter adaptive response adjustment to environment relationship by administrative communication in any large organization needs to be revised from time to time depending on changes may occur in the external and internal environment. Therefore, inter adaptive response adjustment to environment relationship by administrative communication is a challenge for managers to identify which relationship provides the most benefits to employees as well as the organization. The complexity and sophistication of decision making requires active and dynamic management. Managing various and multifaceted internal activities is only part of the Modern Executive's responsibilities.

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